

 WorkMentor	Work Mentor - PM4 Ekenäs, Finland Thu. April 25th– Fri. April 26th 2013 Host: Axxell Utblindning Minutes of the meeting.	  Education and Culture Leonardo da Vinci
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Minutes of the meeting.

Participants:

VMA, Akureyri, Iceland:

Jóhannes Árnason, Ketill Sigurðarson and Kristín Petra Guðmundsdóttir

Gower College, Wales:

Caroline Townsend Jones.

Broadshoulders , Hereford England:

Philip Broomhead.

Axxell, Finland:

Beatrice Westerlund, Charlotte Rehn and Tanja Halttunen.

Jules rieffel / France Europea, Nantes, France:

Nicholas Bizeul.

IFSAT, Netherlands:

Bas Timmers

Skjetlein school and resource center, Trondheim, Norway:

Bente Ryen and Ingvild Espelien.

Wednesday April 24th Travel to Ekenäs / Tammisaari

All participants arrived at the train station in Karis, next town to Ekenäs. Beatrice and Tanja took care of transportation to Ekenäs. Takes 20 minutes in the car.

Dinner at the cantine / cafeteria of our hotel, Motel Marine.




Thursday April 25th 2013

9.00 – 10.00 Information about the interim report. Each partner also gave updates on the situation in each partner institution. There have been changes in the partner institutions.

Axxell

Charlotte Rehn and Beatrice Westerlund have been working with changes in the education they are working with. I

Charlotte told about she has had an opportunity rethink about the adult education

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Beatrice told that the whole system is changes and the work places are very positive to cooperate due to the Work Mentor project. The piloting went well. See slideshow.

Tanja informed that her job description will change as of autumn. Tanja also told us that Anders, her husband is working with repairing equipment,

VMA

Kristin will work with her jewellery making for the next year. She will mostly work with her old master of trade learning.

Ketill told us about a long snowy winter. He also has seen some success with the students due to the project. Using workmentors and sending struggling students out to workplaces has been positive.

Johannes tells about what they have been doing in Akureyri about the dissemination and piloting of Work Mentor See slideshow.




VMA has been able to show that it is not enough that the school does something, it is not enough if the community does something, instead it is important that there is cooperation between the school and the community in order work for the wellbeing of the student and in order to support the student

In Akureyri many persons have heard about the Workmentor process and Johannes told that they feel that they have connected well with the community with the project. Johannes has been visiting people in Akureyri not in any way related to the school in order to talk about the project

Skjetlein

Bente: life is normal. The government has changed direction towards increased involvement of workplaces. The goal of the vocational education has changed towards more cooperation with the work places. Still piloting the second group. The piloting phase is still continuing at least for the following 2 weeks

Ingvild told us about her experience with her heart.

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IFSAT

Bas involved France, Netherlands and Greece. He is retired but very busy. Spending a lot of time in Normandy. They had their house in the Netherlands on the market but it has not sold.

Bas talked about Greece. He is working on a project with Greece but now it seems the situation is complicated.

Gower

Caroline explained a strange situation about a measles outbreak in Swansea. MMR vaccine was thought to give autism. parents did not want their children vaccinated and there is a group of children at risk. Gower College is restructuring and the work Caroline is doing will change. Fewer people will have work in the department.

They had problems in their training. Nothing has happened with piloting in this project.

They have been looking at other departments for opportunity.

Jules Rieffel

Nicolas told us that Mireille and others at Jules Rieffel give their greetings. Now he has a cat. There are a lot of unemployed people in France, work mentor will be useful in teaching apprentices and adults.

Riverside / Broadshoulders



Philip told that he had had a wonderful holiday in Florida. On work front there has been pressure. There is a lot of drive towards apprenticeship but the employers are reluctant to take on young apprentices. Riverside could not focus on the project and Philip now does is to look at funding for retraining the unemployed.

Riverside has problems because employers are reluctant to take on young people.

Riverside wanted out of the Workmentor Project. They are focusing on unemployment and working with this.

Through his work Philip found a way to pilot.

Philip kept the project going through his company, Broadsholders

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Additional information on the piloting.

Bas told about the piloting done by IFSAT and HET Idee (attachment: power point presentation). In order to do the piloting there has to be 2 adaptations: 1) Introduction assessment and 2) exit interview. The handbook must also be translated to Dutch. Maarten who was supposed to do the piloting has filed for bankruptcy and therefore the Dutch partner don't see that they can do any piloting shortly. They propose to pursue the WorkMentor handbook in Dutch to the accreditation requirements and make this widely available

Bas: Reviewed the situation in the Netherlands. IFSAT does not have connection to employers so IFSAT connected to Het Idee about piloting the Workmentor workshop. They need to be accredited to run courses for mentors.

They need to be registered and accepted. Maarten is registered and will be accepted. Workmentor manual was proofed and will be accepted. They are working on this adaptation, translation and importing a chapter on assessment. A chapter will have to be on an exit interview.




Het Idee situation. Job office presents candidates. There are issues about funding Het Idee work.

Het Idee is bankrupt and suing the municipality for breach of agreement. It seems he does not have a strong case.

There probably will not be an opportunity to do a piloting but they will be able to translate the manual and have other materials accredited for use in the Mentoring methodology.

Johannes used a slide show to present the piloting VMA did. Seems to be in good shape and both VMA and participants were content.

Johannes presents the piloting done by VMA (see attachment). The piloting was done at VMA and had 15 participants who all worked within the municipality. The piloting was done with students in general placements, strengthening their skills and empowering them.

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Philip presented the piloting. Provided employer guide notes on listening, empathy and questions.

Nicolas presented the piloting in France. Voluntary involvement from employers. They attend the course for becoming masters in taking on apprentices.

Nicolas said that employers recognize the need of understanding how students think. The people in the workshop were interested in learning more about mentoring.

Very much interest in learning about mentoring from other schools in France Europea.

Nicolas mentioned the need for more information.

Ingvild and Bente sent out invitations to 60 people, 10 persons came.

One evening course and meeting about taking on apprentices. Much interest from participants. Bente made a letter course to explain the main things.

Students are still out in their workplacements.

Ingvild and Bente showed us examples from their course.

Tanja, Charlotte and Beatrice told us about the piloting. Piloted with 13 people from child care and nursing homes.

They had the feedback that all sorts of sheets are too complicated and should be simplified. Teachers should be more visible to mentors to support mentors.




Teacher should not only be a whip on the workplace. A-HAA experience. Still much to be learnt.

They can not change the sheets because these are national.

Philip worked on the changes needed for the manual to be finished and put in the right order of materials. We should put suggestions for more exercises into the document.

12.00 – 13.00 Lunch

13.00 – 15.00 Interim report and further discussion on the piloting.




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Johannes went through the interim report and everybody thought that the interim report was fair. We also feel that we are on schedule (apart from some minor problems with piloting by Gower College that Johannes will discuss with Andres from the Icelandic NA Discussions about the results of the piloting. Should there be any changes to the materials that were piloted.

Philip had done the piloting through a working meeting (22 participants/7 (assessors) from Riverside) by December and focused on empathy, listening and trust. Added a new bit to the Work Mentor handbook – the mentoring conversation. Group of hospitality and catering. Most of the discussion was about how to organize the mentoring program and work mentoring agreement. The staff of Riverside came to the conclusion that it should be about the qualities required and the skills of the mentors. You can't focus so much on the qualities as it is most of the times the employer that appoints the mentors. In the manual there should be a distinction between the skills and the qualities of a mentor.

Nicolas presented the results from piloting. The participants came from different companies (e.g. gardener, farmers etc). The piloting begun with 20 persons and finished with 20 participants. The piloting gave the school the opportunity to help the Work Mentors understand the new role as mentors. Nicola presented the Work Mentor to the France Europea that is the organization that owns Jules Rieffel and they want to know more about the training of mentors.

Bente and Ingvild told that they have a database on workplaces. 60 persons were invited to take part in the piloting , 10 persons came. Most of the persons that took part were not experienced and needed basic information and needed to meet the persons who are responsible for the training system in Norway. They used a letter course (brev kurs)

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Tanja, Bea and Lotta told about their experience. The piloting was done at the workplaces

By the end of the meeting there should be a list of things to be added:

New materials should be added

The format should be discussed

Discussion about the changes in the handbook

Comments were put in the handbook

Philip suggested is that part 2 and part 3 should change places

At least the first chapter should be translated... Axxell has their own work mentor course and materials from the Work Mentor handbook will be included implemented in the course.

Free time to explore Ekenäs and to relax and chat.

19.30 Dinner, La Vida.

Friday: 26.4.2013

Preparations for the final conference and PM 5 in Akureyri, Iceland, October 3rd and 4th 2013. This issue is interconnected to the dissemination activities discussed in the afternoon. See draft agenda and suggestion for the final conference from VMA.

Some discussion on the emphasis of the financial situation and cut back student support and this is reflected in less emphasis on international projects.



Valorization: It is possible to use the materials in different circumstances.

There was some discussion about future projects

Discussion about the dissemination at the conference in Akureyri, Workshops

Jóhannes suggested two workshops.

- a. Workshop1:
- i. Workshop on projects and workplace education

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- ii. How to make a better use of the workplace for education. The 3 part vision of this is more likely to produce
 - b. Workmentor workshop 90 minutes/ Mentoring is a BOLD profession
- i. VMA – why the project, what is the rationale (5-10)
- ii. Mentoring methods – Carrie (5-10)
- iii. Inventory of needs – Philip (5-10)
- iv. Mentoring materials rational, course design – Gower
 _____ 30 minutes _____
- v. Piloting, responses and **** Examples of what mentoring is about ***Skjetline, Jules Rieffel, Axxell, Het Idee
 _____ 40 minutes _____
- vi. Students in Icelandic talking about their experience/paneling in Icelandic (students, teachers, employers(mentors)
 _____ 20 minutes _____

This was agreed with the notion that the time frame might change. Also the roles of partners might change when preparing the workshops.




The project has been extended to November 30th 2013. Johannes filed for an extension and it was agreed by the Icelandic NA.

Bas suggested:

On copyright. The partnership agrees that there is no restriction for use of the handbook for people that have been formally introduced to the materials.

Discussion about the copyright. It was decided that it there is no restriction to share the material that has been formally introduced by 1 of the partners of the project. Agreed Implementation of the materials in the future. How can we use this in future, how is this beneficial for you and other educational purposes?

Prepare and apply for a Workmentor to become a certified course.

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Discussion about the final report: What should be taken into consideration, what was missing in the interim report.

Final report

If some dissemination activities/financial matters were missing from the interim report we can put them in the final report.

When disseminating inform Johannes when, where, how many participants, who is the target group, proof of the dissemination. Bas and Tanja send models of dissemination sheets that were discussed.

Dissemination and valorization activities: How to present materials. What kind of methods and materials can we use to spread the word? How will the materials be implemented in the partner organizations? Possible use in the partner countries.

Some time was given for people to report on their interests and exchange experiences.

The group feels that it is important to know each other and be able to discuss things informally and this gives more insight into the complex ideas and methods of teaching and training.

16.00 Meeting over.

20.00 Dinner Restaurant GH

Saturday: 27.4.2013

Participants leave Ekenäs.

Minutes prepared by Jóhannes Árnason with the help of many.